



*Budget Presentation: FY 2018-19*  
*Economic Development Appropriations*  
*Subcommittee (Joint)*

Public Employment Relations Board  
February 7, 2017

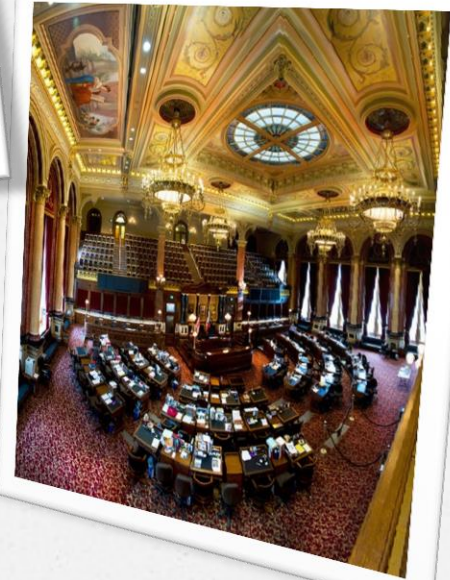
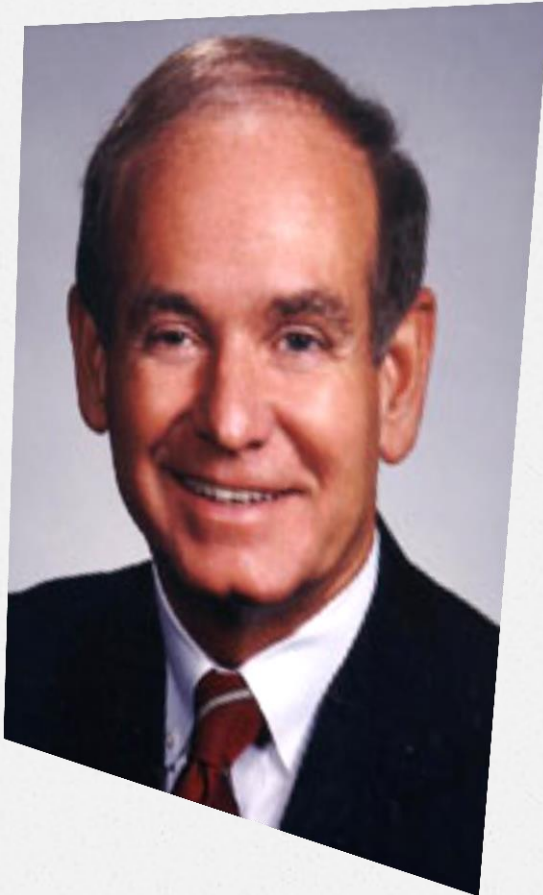




*Serving Iowans from 1974 to today*



# Established in 1974









CHAIR (1)

Michael G. Cormack

BOARD MEMBERS (2)

Jamie K. Van Fossen

Mary T. Gannon

| Adjudication  | Elections   | Mediation  | Arbitration   | Labor/Mgmt. Cooperation  | Research & Information   | Administration  |
|---|---|--|---|--|--|---|
| <ul style="list-style-type: none"> <li>-Unit Determinations</li> <li>-Prohibited practice adjudications</li> <li>-State merit grievance and disciplinary appeals</li> <li>-Iowa Code 70A.28(6) disclosure retaliation claims</li> <li>-Negotiability disputes</li> <li>-Preparation &amp; presentation of briefs &amp; oral arguments in court</li> </ul> | <ul style="list-style-type: none"> <li>-Monitor shows of interest</li> <li>-Conduct elections &amp; ballot counts</li> <li>-Certify employee organizations receiving majority support</li> <li>-Decertify employee organizations election reveals lack of majority support</li> </ul> | <ul style="list-style-type: none"> <li>-Contract mediation</li> <li>-Grievance mediation</li> <li>-Case processing (All cases filed at PERB are informally mediated to explore settlement potential)</li> <li>-Selection &amp; training of ad hoc mediators</li> </ul> | <ul style="list-style-type: none"> <li>-Establish neutral qualifications</li> <li>-applicants for inclusion on PERB neutral panels</li> <li>-Train neutrals requirement of Iowa law</li> <li>-Provide neutral lists to parties on request</li> <li>-File &amp; maintain interest arbitration decisions</li> </ul> | <ul style="list-style-type: none"> <li>-Interest-based bargaining (IBB) training and facilitation</li> <li>-Labor-management committee (LMC) training and facilitation</li> <li>-Speaking engagements</li> </ul> | <ul style="list-style-type: none"> <li>-PERB decisions</li> <li>-Maintain electronic research &amp; retrieval databases consisting of contracts, PERB &amp; court decisions &amp; neutral decisions</li> <li>-Annual report IPERB newsletter</li> <li>-Informational speaking engagements</li> <li>-Provide agency information via PERB's website</li> </ul> | <ul style="list-style-type: none"> <li>-Budgeting, accounting and personnel services for the agency</li> <li>-Purchasing and inventory support for agency</li> <li>-Board meetings/minutes</li> <li>-Analysis &amp; special project support</li> <li>-Compliance oversight of annual reports filed by CEOs</li> <li>-Case docketing &amp; case management</li> <li>-PERB library maintenance</li> </ul> |

PROFESSIONAL STAFF: (5)

|                   |                          |
|-------------------|--------------------------|
| Jan Berry         | Administrative Law Judge |
| Susan Bolte       | Administrative Law Judge |
| Diana Machir      | Administrative Law Judge |
| Jasmina Sarajlija | Administrative Law Judge |
| Amber DeSmet      | Administrative Law Judge |

SUPPORT STAFF: (2)

|                |                     |
|----------------|---------------------|
| Leisa Luttrell | Executive Secretary |
| Nancy Anders   | Legal Secretary     |

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 515/281-4414 FAX 515/242-6511  
 Email address: [iaperb@iowa.gov](mailto:iaperb@iowa.gov)

# *Declared Public Policy- Chapter 20*

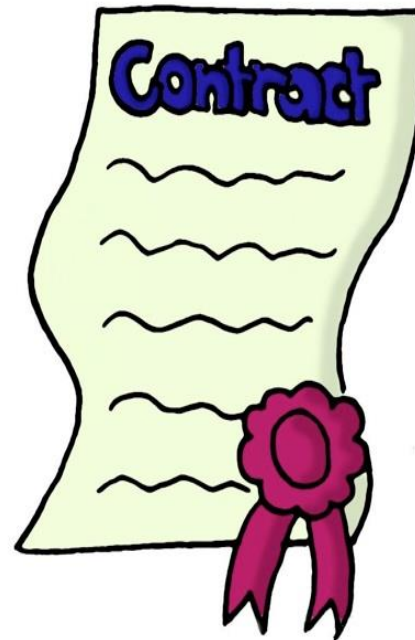
*“Promote harmonious and  
cooperative relationships  
between government and  
its employees...”*





## *Key Policy Goals of Chapter 20*

- ❖ Employees may organize and bargain
- ❖ Government continues to operate efficiently for citizens
- ❖ Prohibits public sector strikes
- ❖ Employees may choose to join an employee organization



# Chapter 20 Guides PERB

## Negotiations

- Voluntary agreement
- Mediation (*voluntary agreement with help*)
- Arbitration (*arbitrator selects between two presented positions*)

## Adjudications

- Unit determination
- Prohibited practice adjudications
- State merit grievance and disciplinary appeals
- Negotiability disputes







# Voluntary Agreements

All PERB contract negotiations could go to an arbitrator to decide  
(815 possible, 469 filed impasse)

Voluntary settlement for 97.87% of those contracts without an arbitrator  
(declined to 10 in 2016)





A 3D rendering of the year 2016. The digits '20' and '16' are red, while the digits '1' and '6' are grey. The numbers are arranged in a slightly overlapping, staggered fashion, giving a sense of depth. They are set against a white background with a subtle shadow beneath them.

Arbitration Results



# 2015 Arbitration Awards

## Overall Awards

|            |          |
|------------|----------|
| Management | 5 awards |
| Labor      | 4 awards |
| Split      | 5 awards |

## Impasse Items

|            |           |
|------------|-----------|
| Management | 11 awards |
| Labor      | 9 awards  |





# 2016 Arbitration Awards

## Overall Awards

|            |          |
|------------|----------|
| Management | 3 awards |
| Labor      | 5 awards |
| Split      | 2 awards |

## Impasse Items

|            |           |
|------------|-----------|
| Management | 7 awards  |
| Labor      | 10 awards |



*The bottom line is...*



Few cases go to arbitration and the results are evenly balanced.





# *Serving Iowans With The Latest Technology*



# National Leader- Efiling

[24]7



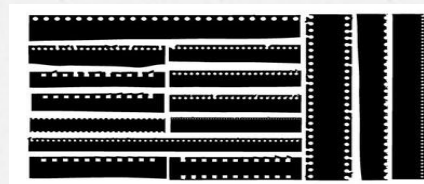
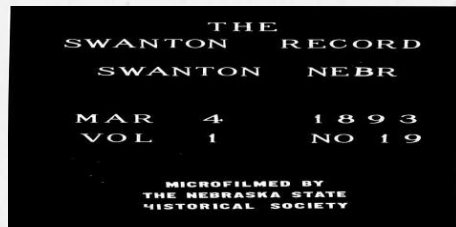
Google



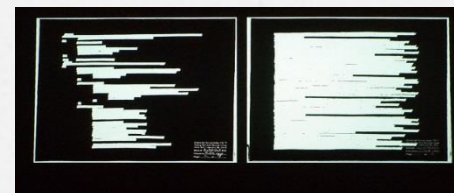
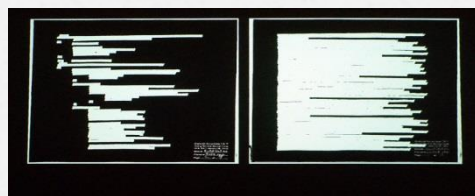


# *State Leader- Efiling*





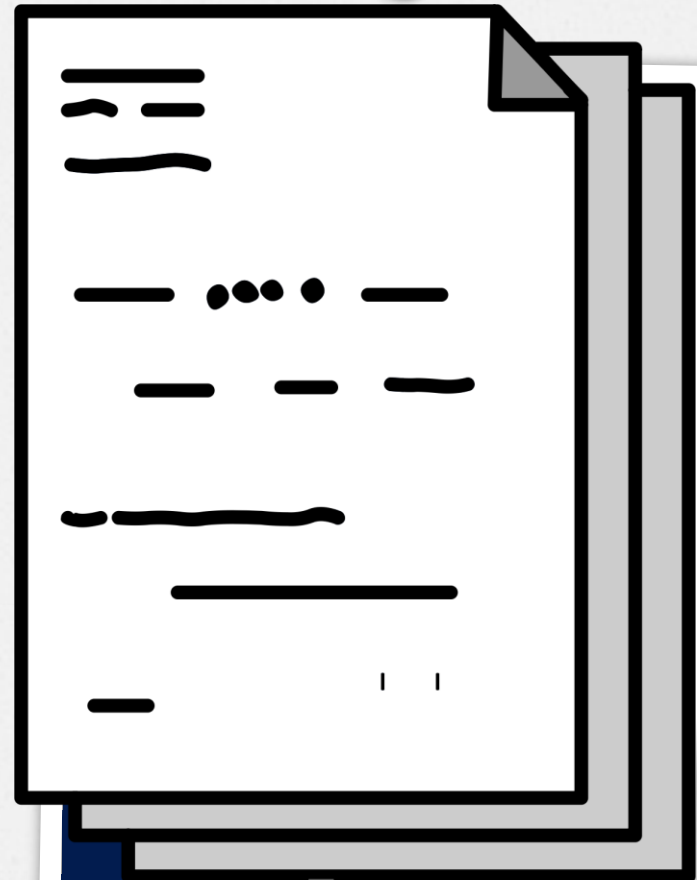
# Microfiche Conversion







*Microsearch*



Files

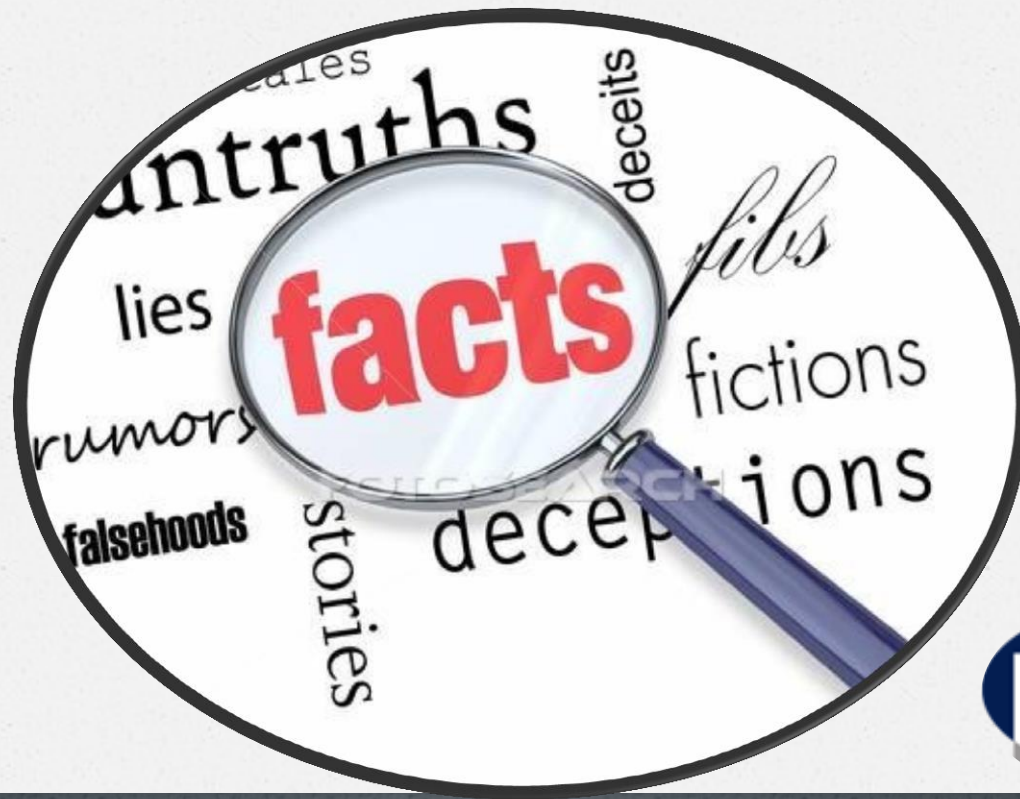


# *Training & Outreach*

- PERB Biennial Conference Welcomed 200 Professionals from Management, Labor and Neutral Backgrounds in Fall of 2016
- PERB Appears At Workshops and Conferences from both Management and Labor Perspectives
- PERB Monitors and Advises LMCs
- PERB Trains New Mediators
- PERB Presents at College Classes
- PERB Assists Interest-Based Bargaining



***PERB is an objective voice in  
public sector employment  
relations in Iowa!***

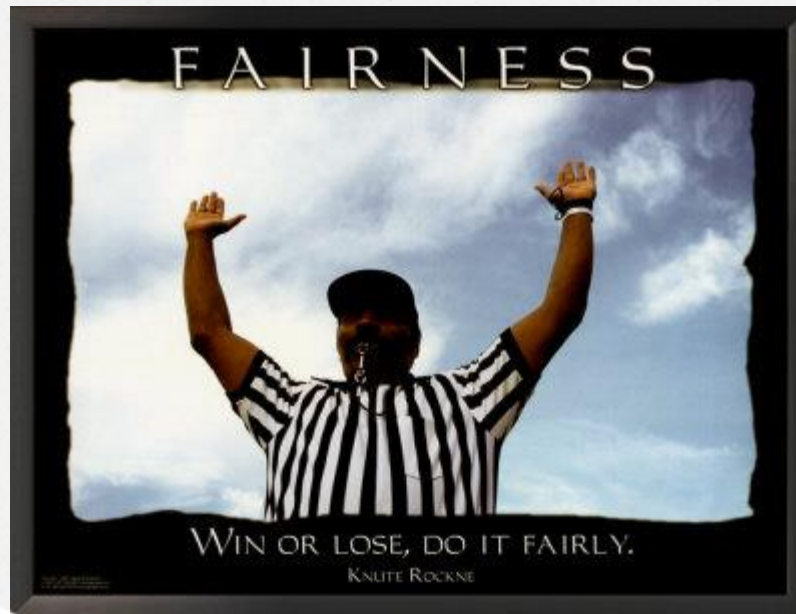


PERB has impartially enforced Chapter 20 since inception and will continue to do so.



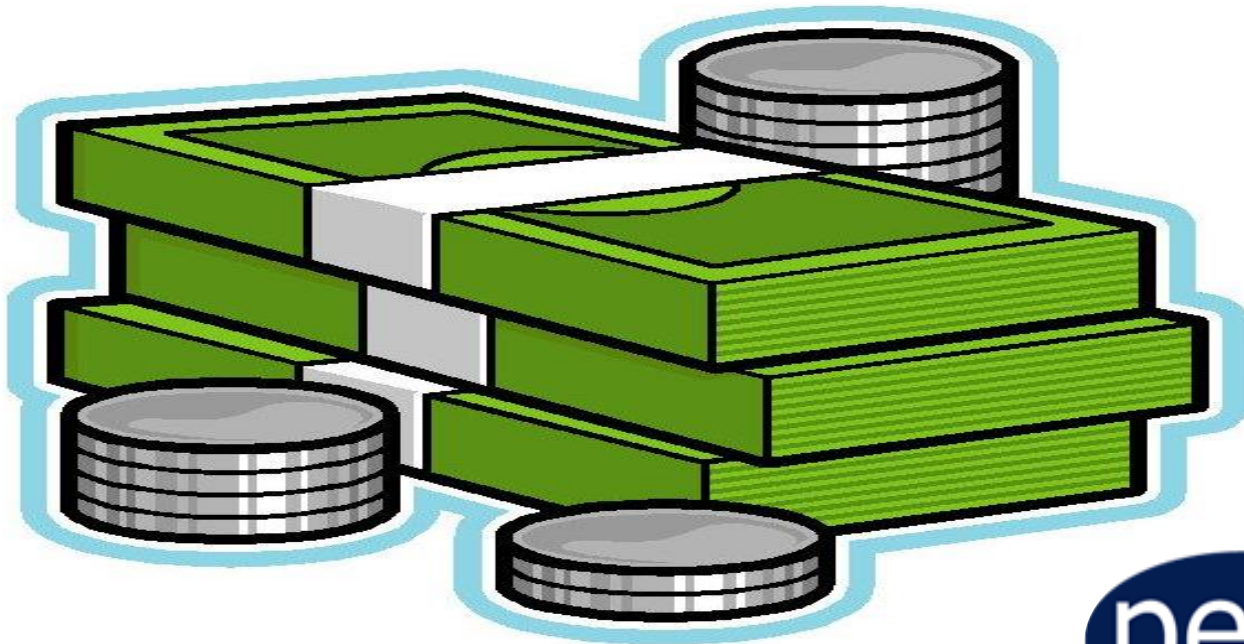


# PERB is a neutral, impartial state agency



Iowa Public Employment Relations Board

# Status Quo Budget Request- FY 2018-19





*This 2018-19 budget request is being made under the assumption that there is no change in function or duties for PERB to administer.*



# *PERB Budget FY14-FY19 (Status Quo)*

## Actual

Fiscal Years 2014-2017

\$1,342,452 budget per year

10 FTE's per year

## Request

FY 2018 & 19

No change

No change





Thanks for the  
time to present  
today...

Any questions or  
comments for  
us?



Thanks